



First Unitarian Society of Milwaukee

Policy on FUSM Open / Close Status during COVID-19 Pandemic

V. 3

Policy Owner: Senior Minister
COVID Re-Opening Team

1. **Purpose:** This policy outlines why, when, and at what levels the church will re-open, and re-close, during the COVID-19 pandemic
2. **Policy Statement:** The First Unitarian Society of Milwaukee will re-open in-person church activities as soon as it is safe to do so, and after a SARS-CoV-2 vaccine is widely and equitably available¹, but not before September 12, 2021 (with the exception of outdoor activities and memorial services as feasible).
3. **Related Procedures:** Please see the Precautions Procedure for what safety precautions to take at the various levels of open.

Green Light Criteria for FUSM In-Person Indoor Activities:

Worship: Beginning in September 2021, First Church will use the Milwaukee County SARS-CoV-2 (COVID-19) incidence² as the scientific criterion to determine the safety of in-person indoor worship, giving the green light to opening once COVID-19 incidence falls below 10/100,000 residents (over 7 days) for a period of 28 consecutive days, as measured by the CDC³. Any subsequent single-day incidence above 10/100,000 residents (over 7 days) will trigger an immediate red light that will result in online-only indoor worship until the green light criterion has been met for 14 consecutive days. The FUSM COVID Reopening team will continuously monitor secondary criteria such as the positive test rate, vaccination rate, and effective reproduction rate for further signals that in-person status be reconsidered. All red-light triggers are subject to re-evaluation and potential reversal by the COVID Reopening Team in extenuating circumstances. First Church will retain online worship whether in-person worship is available or not.

Small Groups: Indoor small group sessions of no more than 20 people will be allowed once the Milwaukee County SARS-CoV-2 incidence falls below 50/100,000 (over 7 days) for 28 consecutive days. Any subsequent single-day incidence above 50/100,000 residents (over 7 days) will trigger an immediate red light that will result in online-only indoor small groups until the green light criterion has been met for 14 consecutive days. We strongly recommend that all participants be fully vaccinated before attending. First Church will retain online small groups whether in-person groups are available or not.

Memorial Services and Pastoral Care: Given the importance and sensitivity of their work, an exception will be made for vaccinated clergy to resume in-person pastoral care services once they have completed their vaccine course, defined as two weeks removed from their final vaccine dose. Similarly, given the importance of memorial services to the grieving process, First Church will re-open for memorial services in the sanctuary with a 25 person attendance limit once the Milwaukee County SARS-CoV-2 incidence falls below 100/100,000 (over 7 days) for 28 consecutive days. Any subsequent single-day incidence above 100/100,000 residents (over 7 days) will trigger an immediate red light that will result in cessation of in-person memorial services until the green light criterion has been met for 14 consecutive days. Memorial services with a 50 person attendance limit will be allowed once the Milwaukee County SARS-CoV-2 incidence falls below 50/100,000 (over 7 days) for 28 consecutive days. Any subsequent single-day incidence above 50/100,000 residents (over 7 days) will trigger an immediate red light that will result in cessation of in-person memorial services until the green light criterion has been met for 14 consecutive days. All other indoor gatherings of 20 or more people (e.g., weddings) will be subject to the stricter in-person worship criterion.

Staff: First Church employees will continue to have access to the church as necessary to complete their duties, per current policies. A return to full in-person work following safety precautions (see Precautions Procedures) will occur once the small group green light criterion is met, and subsequent closures will also follow that model. An exception will be made for staff who provide proof of full vaccination (defined as 2 weeks after the last dose), who will be immediately allowed to work in-person. Staff members wishing to work remotely for various reasons after the green light criterion for small groups has been met should refer to the coming COVID revision of Personnel Policies, and negotiate with their supervisor. Additional accommodations will be considered on a case-by-case basis.

Green Light Criteria for FUSM In-Person Outdoor Activities:

Given the significantly decreased contagion in outdoor settings, different criteria will dictate these gatherings. Outdoor activities are allowed provided masks are worn at all times and attendees from different households maintain 6 feet of physical distancing. Capacity must allow for 30 square feet per person.

All the re-opening scenarios are subject to the First Church SARS-CoV-2 Precautions Procedures.

COVID Incidence per 100,000 over 7 days	Allowed in-person indoor gatherings	Additional allowed in-person outdoor gatherings
Any	Clergy pastoral care (for vaccinated clergy)	Allowed provided maintenance of masking and 6 foot physical distancing between members of different households (and 30 square feet per person)
≤100	Memorial services (25 person attendance limit)	Allowed provided maintenance of masking and 6 foot physical distancing between members of different households (and 30 square feet per person)
≤50	Memorial services (50 person attendance limit) Small groups (20 person attendance limit, subject to room capacities outlined in precautions policy)	Allowed provided maintenance of masking and 6 foot physical distancing between members of different households (and 30 square feet per person)
≤10	Sunday worship and other large groups	N/A

Changes made in this version:

1) Outdoor gathering policy revised to be based upon masking, distancing, and capacity. Dependence on incidence has been removed.